November 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Government of Alberta

Alberta

Freedom To Create. Spirit To Achieve.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,967,200[1] Albertans employed, of which about 348,900 are self-employed. The unemployment rate nationally has increased slightly to 8.6 % with a net loss of 44,000 jobs. Increases in unemployment were primarily due to decreases in employment in the retail trade, manufacturing trade and other services[2]. Unemployment in Alberta increased between 151,900 and 160,500, moving from 7.1% to 7.5%. There are approximately 412,200 Albertans covered by union agreements. Alberta's union coverage rate is 25.5% while nationwide the union coverage rate is 31.8%[3].

[1]Seasonally adjusted

[2] Establishments in this sector include those not classified in any other sector and engaged primarily in various activities such as repairing or performing general or routine maintenance on motor vehicles, machinery, equipment and other products, providing personal care services, funeral services, laundry services and other services to individuals such as pet care services and photo finishing services, organizing and promoting religious activities, supporting various cause through grants, advocating and/or promoting various social and political causes, and promoting and defending the interest of an organization's members. (NAICS 2002, Statistics Canada).

[3] Statistics Canada Labour Force Survey (LFS)

Highlights

In the strike/lockout involving Old Dutch Foods Ltd (Calgary) and the UFCW, Local 401, which began in March 2009, the Alberta Labour Relations Board issued a decision on November 9, 2009, suspending the work stoppage effective November 12, 2009, and directing the parties to return to negotiations. Bargaining is to resume on the basis that the Rand Formula (payment of union dues whether or not a union member) be an agreed union security provision of the collective agreement.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements															
Year	2007					2008					2009				
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3	4 *	Total
Public	6,970	6,665	49,525	13,675	76,835	27,712	11,087	30,045	28,485	97,329	4,680	5,521	387	0	10,588
Private	3,505	7,236	12,648	16,174	39,563	21,568	9,514	5,627	7,103	43,812	1,883	4,104	485	212	6,684
All	10,475	13,901	62,173	29,849	116,398	49,280	20,601	35,672	35,588	141,141	6,563	9,625	872	212	17,272
Average Annual Wage Change %															
Year	2007					2008					2009				
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3	4 *	Total
Public	3.8	3.8	4.9	2.7	4.3	2.0	4.0	4.2	4.4	3.6	2.9	2.8	0.4	0.0	2.8
Private	4.3	5.8	6.7	5.9	6.0	3.7	5.0	4.4	5.1	4.3	1.5	1.0	1.7	1.9	1.2
All	3.9	4.8	5.2	4.4	4.9	2.8	4.4	4.2	4.6	3.8	2.5	2.1	1.1	1.9	2.2

* year-to-date

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Data Development and Evaluation Branch of Alberta Employment, Immigration and Industry by calling (780) 427-8531.

Wage Settlements In Alberta By Industry – 2007 to 2009 **November**

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2009	0	0	0.0	0.0	0.0
2008	6	632	36.7	4.3	15.6
2007	6	959	51.4	2.7	12.4
Administrative And Support, Waste Management And Remediation Services					
2009	3	329	35.0	2.1	6.2
2008	2	145	30.6	3.9	11.2
2007	6	415	39.8	5.3	19.1
Agriculture, Forestry, Fishing And Hunting					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2009	8	540	30.9	1.3	3.2
2008	2	2	12.0	0.0	0.0
2007	9	780	33.0	5.9	16.5
Construction					
2009	13	3,943	25.9	0.8	1.7
2008	18	9,381	43.6	5.6	22.3
2007	41	28,216	44.9	6.2	25.6
Educational Services					
2009	9	879	27.2	0.9	2.6
2008	82	38,873	50.8	2.2	8.8
2007	35	16,916	39.8	2.4	6.7
Finance And Insurance					
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
2007	1	1,890	24.0	7.3	15.1
Health Care And Social Assistance					
2009	34	3,576	34.7	3.2	9.8
2008	52	58,632	38.3	4.7	15.3
2007	52	30,206	34.4	4.7	14.4
Information And Cultural Industries					
2009	3	827	25.1	2.8	6.1
2008	1	55	24.0	7.3	15.1
2007	7	271	33.2	4.0	11.2
Management of Companies And Enterprises					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Total Over Duration
Manufacturing					
2009	8	645	62.7	1.0	3.1
2008	28	3,366	35.0	5.3	15.5
2007	50	4,183	34.1	4.8	14.0
Mining And Oil And Gas Extraction					
2009	2	558	50.0	2.2	10.5
2008	2	2,750	58.5	3.1	16.0
2007	3	2,477	32.3	7.1	20.4
Other Services (except Public Administration)					
2009	6	172	23.3	2.0	3.9
2008	9	291	25.5	4.7	10.5
2007	6	236	29.5	5.9	13.5
Professional, Scientific And Technical Services					
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
2007	1	4	33.0	0.0	0.0
Public Administration					
2009	23	5,535	28.9	2.8	6.7
2008	26	4,300	33.9	4.4	12.9
2007	30	23,204	35.4	4.7	14.6
Real Estate And Rental And Leasing					
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
2007	1	73	24.0	10.1	21.3
Retail Trade					
2009	0	0	0.0	0.0	0.0
2008	11	15,421	43.0	3.1	12.8
2007	2	104	36.0	3.7	11.4
Transportation And Warehousing					
2009	9	191	35.5	2.7	8.1
2008	16	1,137	36.5	6.6	21.4
2007	16	3,217	35.7	3.9	11.8
Utilities					
2009	2	77	26.0	2.2	4.9
2008	10	4,466	24.3	3.0	6.2
2007	12	3,175	30.4	5.8	15.5
Wholesale Trade					
2009	0	0	0.0	0.0	0.0
2008	6	1,566	42.5	4.7	21.2
2007	2	72	24.0	5.7	11.7

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Construction					
Construction Labour Relations – Refrigeration Maintenance	Plumbers, Local 488	400	24	30-Apr- 2011	1-May-2009 2.5% 1-Nov-2009 2.5% 2-May -2010 1% 31-Oct-2010 3%
Construction Labour Relations – Refrigeration Construction	Plumbers, Local 488	420	24	30-Apr- 2011	1st year 5.0% 2nd year 4.0%
Wholesale					
Westfair Foods Ltd – Western Grocers	Teamsters, Local 987	353	48	31-Dec- 2012	1st year $1.00/hr 2nd year $1.70 to $1.80/hour 3rd year $0.90/hour 4th year $0.90/hour
Waste Management					
Waste Services (CA) Inc	CAW, Local 4050	167	36	30-Jun- 2012	1st year 3.0% 2nd year 3.0% 3rd year 4.0%

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Good Samaritan Society	AUPE	120	30-Jun-09	Negotiations continue.
Mount Royal College	Support Staff Association	540	30-Jun-09	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Olds College	Faculty Association	100	30-Jun-09	In Arbitration
Norquest College	Faculty Association	325	30-Jun-09	Memorandum of Agreement.
Norquest College	AUPE	230	30-Jun-09	Binding Arbitration Requested
Mount Royal College	Support Staff Association	534	30-Jun-09	Binding Arbitration Requested
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Calgary	Fire Fighters Association, Local 255	1,200	31-Dec-08	Negotiations continue
City of Lethbridge	CUPE, Local 70	627	31-Dec-08	Negotiations continue.
ATB Financial	AUPE	1,600	31-Mar-09	Negotiations continue
Alberta Research Council	AUPE	255	31-Mar-09	Negotiations continue.
Private Sector				
Old Dutch Foods Ltd. (Calgary)	UFCW, Local 401	181	16-May-08	Negotiations have resumed.
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 373A,/401	500	31-Aug-08	Negotiations continue.
Building Products Corp.	CEP, Local 777	151	14-May-09	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
District of Squamish	CUPE, Local 2269	150	48	31-Dec-2011
Terms: 1st year 2.25%, 2nd year 3.5%, 3rd year 4.0%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin,* August 19, 2009				
Ontario				
Government of Ontario	OPSEU	6,333 (Correctional Services)	48	31-Dec-2012
Terms: 1st year 1.75%, 2nd year 2.0%, 3rd year 2.0%, 4th year 2.0%				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights*, March 2009				
Regional Municipality of Niagara (Sr. Services Division)	CUPE, Local 1263	990	36	31-Dec-2011
Terms: 1st year 2.5%, 2nd year 2.5%, 3rd year 2.75%				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights*, March 2009				
St. Joseph's Health Care (London)	CAW, Local 27	1,131	36	31-Mar-2012
Terms: 1st year 2.75%, 2nd year 2.8%, 3rd year 3.0%				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights*, March 2009				
University of Toronto	CUPE, Local 3902	4,500 (primarily Teaching Assistants)	36	30-Apr-2011
Terms: 1st year 3.5%, 2nd year 3.0%, 3rd year 3.0%				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights*, February 2009				
Private Sector				
British Columbia				
Lucerne Foods (Processing Plant-Abbotsford)	Retail Wholesale Union, Local 580	180	48	03-Jan-2013
Terms: 1st year about 1.8%, 2nd year about 1.8%, 3rd year about 1.8%, 4th year about 1.8%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin,* August 19, 2009				
Zellstoff Celgar Limited Partnership (Castlegar)	PPWC, Local 1	320	48	30-Apr-2012
Terms: 1st year 2.0%, 2nd year 2.5%, 3rd year 2.5%, 4th year 3.0%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin* August 19, 2009				
Lake City Casinos Ltd. (Kamloops, Kelowna, Vernon, and Penticton)	B.C. Government and Service Employees Union	380	36	04-Sep-2010
Terms: 1st year 2.5%, 2nd year 3.0%, 3rd year 2.5%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin,* August 19, 2009				
Servomation Inc. (Vancouver)	B.C. Government and Service Employees Union	400	36	31-Jan-2011
Terms: 1st year about 5.0%, 2nd year about 4.0%, 3rd year about 3.5%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin,* August 19, 2009				
Ontario				
Enbridge Inc. (Gas Distribution)	CEP, Local 975	750	24	31-Dec-2010
Terms: 1st year 2.4%, 2nd year 2.3%, 3rd year 2.3%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", February 2009				

Recent Labour Relations Developments in Other Jurisdictions

British Columbia

The provincial government passed back-to-work legislation on November 7, 2009 ending a strike by about 3,500 CUPE Local 873 paramedics with the B.C. Ambulance Authority. During the strike, ambulance service was maintained through an essential services order of the B.C. Labour Relations Board . The legislation provides a one-year agreement expiring March 31, 2010 with the 3.0% wage increase. B.C. Health Services Minister Kevin Falcon said the paramedics were legislated back to work because of the H1N1 flu virus epidemic. There has also been speculation that the legislation may have resulted from concern by the Vancouver Olympic Committee that a continuation of the strike could jeopardize the February 2010 Winter Olympics. During the weekend of November 13-15, 2009, many paramedics, especially in the Lower Mainland, booked off sick resulting in delays in ambulance service. Also, CUPE local 873 has indicated that the paramedics will not be participating in a planned Industrial Inquiry Commission to improve the bargaining relationship between the Ambulance Authority and the paramedics.

Sources: The Globe and Mail, Rod Mickleburgh "VANOC relieved BC ambulance strike is over", November 8, 2009; Vancouver Sun, Richard J. Dalton Jr. & Graeme Wood "Rash of refused shifts by ambulance paramedics sparks marathon labour-relations talks", November 15, 2009; Vancouver Sun, J. Fowlie "B.C. paramedics refuse commission on bargaining process", November 17, 2009

Saskatchewan

Health care workers represented by the Service Employees International Union (SEIU) are taking a strike vote on November 25, 2009, the same day their bargaining committee heads back into contract talks. SEIU, CUPE, and the Saskatchewan Government and General Employees Union, representing support staff, negotiate wages and other monetary items at a common table with the Saskatchewan Association of Health Organizations (SAHO), which bargains on behalf of the health regions. SEIU has indicated that their workers are frustrated that little progress has been made in more than 18 months of talks since the last contract expired. Meanwhile, CUPE has indicated that they are preparing to challenge the province's *Essential Services Act* before the Labour Relations Board.

Source: Regina Leader-Post, Anne Kyle, "Strike vote planned", November 19, 2009

Manitoba

About 250 employees, represented by the Steelworkers, have been locked out at the Tembec paper mill in Pine Falls since September 1, 2009. Tembec has indicated it needs an immediate and significant reduction in labour costs to keep the mill competitive in a radically changed market for newsprint.

Source: Fort Frances Times, "Locked out workers in small northern Manitoba town struggling to make ends meet" November 19, 2009

Ontario

Strikes continue by Steelworker members at Vale Inco mines in Sudbury and Port Colbourne, Ontario, and also in Voisy's Bay, Newfoundland and Labrador. About 3,500 workers are involved. The parent company, Vale SA, is based in Brazil and is the second-largest mining company in the world. Two key areas of dispute are pension structures and nickel price-based bonuses. Workers in Sudbury and Port Colbourne went on strike on July 13, 2009, although the operations were already halted at the time for an extended maintenance shutdown, due to weak nickel markets. Vale SA recently settled with over 40,000 Brazilian miners in fourteen unions.

Source: www.miningweekly.com, Liezel Hill, 'Brazilian unions approve 2 yr Vale contract", November 17, 2009

Canada

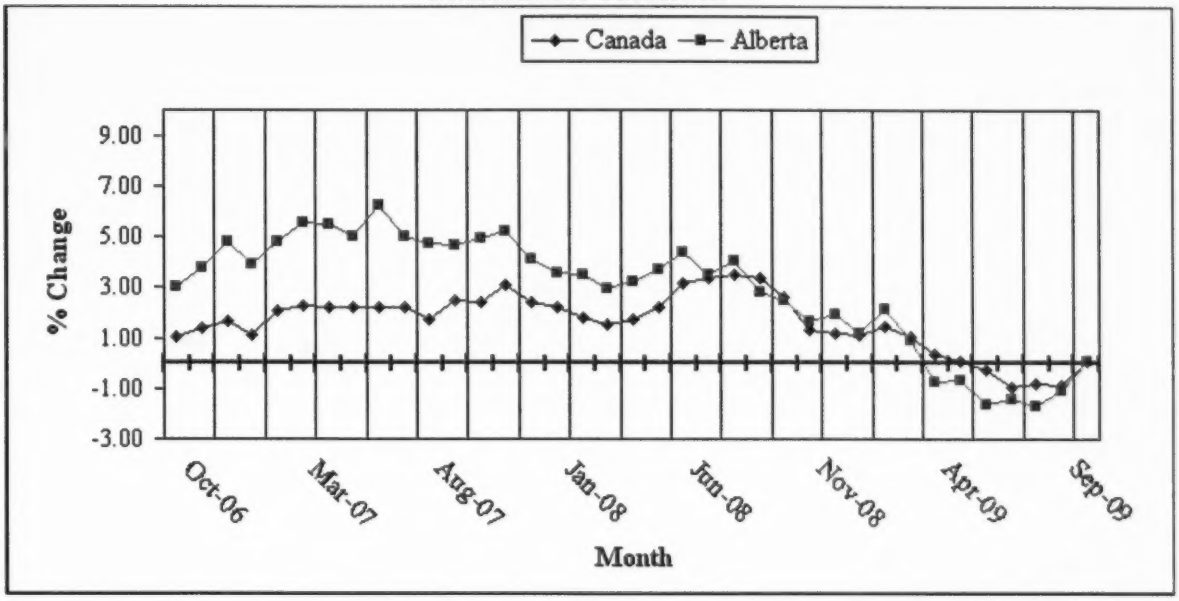
The strike by about 420 Public Service Alliance of Canada (PSAC) members at the Canadian Museum of Civilization and the Canadian War Museum, which began on September 21, 2009, continues. The parties are returning to the bargaining table on November 20, 2009 for the first time since early October. The Canadian Museum of Civilization Corporation requested a return to bargaining after the PSAC announced a willingness to seek arbitration to end the dispute. The main issues in dispute are wages, contracting out, and job security for contract employees. The museums have been open during the strike, but have reported decreased attendance. Federal Labour Minister Rona Ambrose has indicated that she is willing to help end the strike.

Source: www.cbc.ca "Museum, striking workers to resume talks", November 18, 2009

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

October 2006 to October 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2009

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.51	2.19	117.93	4.97	117.48	4.88	118.02	5.45
2008	114.11	2.33	121.63	3.14	121.39	3.33	121.79	3.20
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Oct-08	114.5	2.60	121.5	2.45	121.3	2.54	121.8	2.61
Nov-08	114.1	1.33	121.6	1.67	121.4	1.76	122.0	1.92
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33
May-09	114.7	0.09	121.4	-0.65	121.6	-0.25	121.5	-0.65
Jun-09	115.1	-0.26	122.0	-1.61	122.2	-1.21	122.1	-1.45
Jul-09	114.7	-0.95	121.5	-1.46	121.8	-1.46	121.6	-1.14
Aug-09	114.7	-0.78	122.0	-1.69	122.1	-1.21	122.1	-1.85
Sep-09	114.7	-0.86	121.5	-1.06	122.1	-0.16	122.1	-0.81
Oct-09	114.7	0.09	121.6	0.08	121.8	0.41	121.9	0.08

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

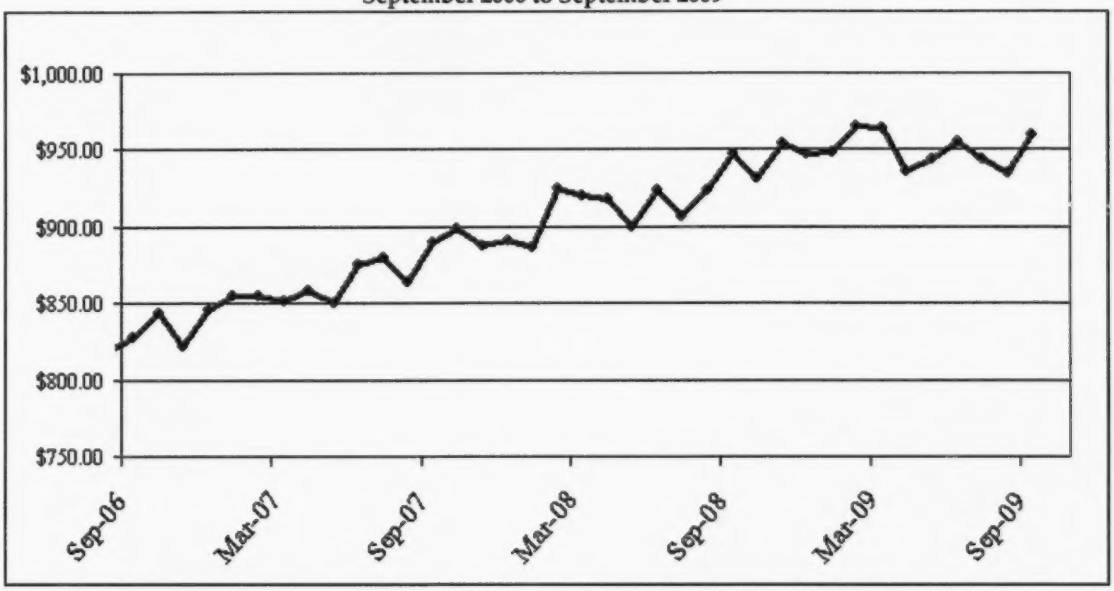
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

September 2006 to September 2009



Monthly AWEA Yr. Over Yr. % Change (Monthly)		
Sep-08	$946.70	6.41
Oct-08	$930.75	3.54
Nov-08	$954.05	7.56
Dec-08	$947.61	6.33
Jan-09	$947.96	7.02
Feb-09	$965.26	4.46
Mar-09	$964.08	4.82
Apr-09	$936.30	2.07
May-09	$943.78	4.91
Jun-09	$954.57	3.41
Jul-09	$943.38	4.07
Aug-09	$934.48	1.19
Sep-09	$959.46	1.35

Yearly AWEA Yr. Over Yr. % Change (Annual)		
2004	$741.06	3.32
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99
2009**	$949.92	2.89

*The average weekly earnings for Alberta (based on the Statistics Canada Survey of Employment, Payrolls and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026).

**Year to date.

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Employer Name Listing

CLR – Construction Labour Relations

GPC – General Presidents' Maintenance Committee for Canada

Union Name Listing

ACTRA - Alliance of Canadian Cinema, Television and Radio Artists
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
AWIU – International Association of Heat and Frost Insulators and Allied Workers
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CISIW – Canadian Iron, Steel and Industrial Workers
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
CWA-SCA – Media and Communications Workers of America (Canada)
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HERE – Hotel Employees and Restaurant Employees International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
Millwrights – Millwrights, Machinery, Erectors and Maintenance Union
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees
USW – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
UUWA – United Utility Workers Association

Please note that industry associations may not appear in the above listing.